



Sidney Job Service Employers' Committee

Meeting Minutes

June 13, 2006

Employers Attending

Brielle Larson – Sidney Chamber of Commerce

Sharon Nelson – Sidney Sugars

John Francis – McDonalds

Lesley Messer – RED

Amy Blehm – Sidney Health Center

Presenter

Alanna Maurias –Richland Health Network – Workplace Wellness

Alanna presented the program of Workplace wellness. She would like to encourage businesses to support the health and healthy habits of its employees by offering incentives, such as time for walking, availability of healthy snacks or recognition for healthy habits. Information is available on the website at <http://sidneyjobs.mt.gov> under employer services.

Job Service Staff Attending

Steve Olson – Office Manager

Colleen Topp

Minutes from last meeting:

Minutes from last meeting had been reviewed prior to meeting, No corrections were made - Minutes were approved and seconded.

Treasurer's Report

Sharon Nelson, Treasurer, reported that the Savings account has been established current balance \$600.00. Checking account balance \$523.78.

Approved and Seconded

Old Business

JSEC Newsletter:

- June issue has been sent out.
- Ideas for next issue included – Workplace wellness, Steve Beck, Follow-up on ABC Clinic, Highlight different businesses, make sure we don't duplicate what the chamber is covering.

JSEC Conference – Fairmont

- Silent auction basket – brought in \$65.00 cost (\$25.00)
 - Donations from Sidney Sugars (Sugar), Trish Stevenson (Horse Print), Dave Meehan (Small Pottery Pitcher), Jeanie Leland (Almond Rocca), Shanna Lunderby (Rope Bowl), Steve Parks Apiaries (5# tub of raw honey and 1# creamed honey), Jill Theissen (travel pack of homemade lotion, shower gel, and bubble bath) and Chuck and James Granola (2 8 oz bags)

Steve Beck:

- Date set Sept 26, 2006
- Location – not finalized
- Price and fees to be discussed at next meeting
 - Amy Blehm is looking into educational funds that could be used for SHC staff to attend training.

New Business

New Member – John Francis – McDonalds

Discussion was held about the shortage of applicants in the area, and the lack of people wanting to work. Both John Francis from McDonald's and Amy Blehm from the Sidney Health Center shared that their businesses have been impacted from entry level positions up to middle management, with people moving out of the work force or into higher paying , although possibly short term positions. Many area businesses are finding it difficult to fill these openings. Several factors come together to cause these shortages including Oil activity which is causing an increase in wage expectancy, generation flow, where as one generation retires or moves out of the work force the generation coming has a smaller population to cover the existing and growing openings.

Possible short term relief could come from getting alien workers on short term visas. Housing is an issue.

Other topics of discussion related to the available workforce included the importance of growing your culture in your workplace, and “telling your story” in order to build worker loyalty and commitment. Additionally key elements in attracting and retaining good workers included working closely with first-line supervisors who have the most contact with line-staff. As they work directly with staff, it is crucial that owners and higher-level managers clarify their expectations, and hold all workers accountable to those standards. It was also stated that your current workers can be your greatest asset when it comes to hiring other quality workers. They know what is expected, and encouraging their participation in the recruitment process provides and additional sense of “ownership” in the overall success of the operation.

Next Meeting

Time and location will be announced

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